

The Rules, Regulations, Instructions, manuals and records, held by it or under its control or used by its employees for discharging its functions

PTCUL operations are primarily covered under the Indian Electricity Act 2005 and Companies Act. However, each department has its own specific Rules, Regulations, Instructions, Manuals and records based on unique working complexities and provisions of various statutes applicable to it & can be obtained from the concerned department. Presently the company has the following main departments.

- (i) **Human Resources**
- (ii) **Finance and Accounts**
- (iii) **Projects**
- (iv) **Commercial & Regulatory**
- (v) **Contracts and Procurement**
- (vi) **Operations and Maintenance**
- (vii) **Secretarial**
- (viii) **State Load Dispatch Centre/ System Operation**

a. In the area of Human Resources, presently the company is following (adopted) the rules & regulations of the erstwhile UPSEB. The rules of the UPSEB as adopted by PTCUL are as under :-

THE UTTAR PRADESH STATE ELECTRICITY BOARD SERVICES OF ENGINEERS REGULATIONS, 1970

PART – I GENERAL

1. Short title and commencement –

- a. These regulations may be called the “Uttar Pradesh State Electricity Board Services of Engineers Regulations, 1970”
- b. They shall come into force from the date of their publication in the State Government Gazette.

2. Status –

The Uttar Pradesh State Electricity Board Services of Engineers consist of the posts of Chief Engineer, Additional Chief Engineer, Superintending Engineer, Executive Engineer and Assistant Engineer.

3. Definitions –

In these regulations, unless there is anything repugnant in the subject or context –

- (1) 'Act' means the Electricity (Supply) Act, 1948 (Act No. LIV of 1948).
- (2) 'Appointing Authority' means the authorities defined in Regulation 14.
- (3) 'Approved Service' means service rendered under the Board on the basis of a regular election held by the Board so far.
- (4) 'Assistant Engineer' means an Assistant Engineer who may be appointed as such by the Chairman. It includes such other posts of equivalent status, as may be notified by the Board from time to time and includes in the cadre.
- (4.A) 'Assistant Executive Engineer' means an Assistant Executive Engineer who may be appointed as such by the Chairman, it includes such other posts of equivalent status as may be notified by the Board from time to time and included in the cadre.
- (4.B) 'Senior Assistant Engineer' means an Assistant Engineer or Assistant Executive Engineer who is allowed the scale of Executive Engineer without promotion to the regular post of Executive Engineer. It includes such other posts of equivalent status as may be notified by the Board from time to time and included in the cadre.
- (4.C) 'Senior Assistant Engineer (Spl. Grade)' means senior Assistant Engineer who is allowed the scale of Executive Engineer (Spl. Grade) without promotion to the regular post of Executive Engineer. It includes such other posts of equivalent status as may be notified by the Board from time to time and included in the cadre.
- (4.D) 'Assistant Engineer (Spl. Grade), means an Assistant Engineer who is allowed the scale of Executive Engineer (Spl. Grade) without promotion to the post of Executive Engineer. It includes such other posts of equivalent status as may be notified by the Board from time to time and included in the Cadre.
- (5) 'Board' means the U.P. State Electricity Board constituted under Section – 5 of the Act.
- (6) 'Chairman' means the Chairman of the UP State Electricity Board.
- (7) 'Chief Engineer' means the Chief Engineer (Hydel) or any other Chief Engineer who may be so authorized by the Board for the purposes of these Regulations.
- (8) 'Chief Project Engineer' means the Chief Engineer of the Project under the Board.
- (9) 'Citizen of India' means a person who is or who is deemed to be a citizen of India under Part II of the constitution.
- (10) 'Constitution' means the Constitution of India.

- (11) 'Degree of a University' means the degree of a University established by law in India or any other University recognized for this purpose by the Governor of Uttar Pradesh.
- (12) 'Departmental candidate' means a candidate who is eligible for recruitment to a post in the cadre of the service under clauses (b) and (c) of sub regulation (1) of Regulation 5 of these Regulations.
- (13) 'Direct Recruitment' means recruitment made against a post in the cadre of the service under clause (a) of sub-regulation 1 of Regulation 5 of these Regulations.
- (14) 'Executive Engineer' means the Executive Engineer who may be appointed by the Chairman; it includes other posts of equivalent status which may be included in the Cadre.
- (15) 'Executive Engineer (Spl. Grade)' means the Executive Engineer who may be allowed the scale of Executive Engineer (Spl. Grade). The words Executive Engineer (Selection Grade) or Executive Engineer (S.G.) wherever occurring in these Regulations may be read as Executive Engineer (Special Grade).
- (16) 'General Manager' means the General Manager, KESA.
- (17) 'Government' or the State Government means the Government of Uttar Pradesh.
- (18) 'Governor' means the Governor of Uttar Pradesh.
- (19) 'Graduate Engineer' means a candidate holding a degree in Engineering from a University established by law in India or any other University recognized for this purpose by the Governor of Uttar Pradesh, who is selected by the Board.
- (20) 'KESA' means the Kanpur Electricity Supply Administration.
- (21) 'Member Administration' means the Member Administration of the Board appointed under sub-section (4) of Section 5 of the 'Act'.
- (22) 'Member Engineering' means the Member Engineering of the Board appointed under sub-section (4) of Section 5 of the Act.
- (23) "Member of the Service" means a person appointed in the substantive capacity under the provisions of these regulations or of regulations and orders in force previous to the commencement of these regulations, to a post in any class in the cadres of the service.
- (23.A) 'Performance Review Committee' means a Committee specified in Regulation 31.
- (24) 'Resident Manager' means the Manager or Head of any project, Circle or establishment who resides in the premises or limits of such Project, Circle or establishment.
- (25) 'Screening Committee' means the Committee constituted under Rule .
- (26) 'Secretary' or 'Member Secretary' means the Secretary of the Board.
- (27) 'Selection Committee' means the Committee specified in Regulation 5 and Regulation 6.
- (28) 'Service' means the U.P. State Electricity Board service of Engineers.

- (29) 'Superintending Engineer' means a Superintending Engineer who may be appointed by the Chairman; it includes other posts of equivalent status which may be included in the cadre.
- (30) 'Trained Engineer' means a Trainee Engineer who after a course of successful training under the Board is declared fit for appointment as an Assistant Engineer under the Board.
- (31) 'Waiting List' means the list of Selected Candidates waiting for appointment.
- (32) 'Year of Recruitment' means the period from 1st of January to the 31st December of a year.

PART II – CADRE

4. Strength of Service –

- (1) The strength of the service and of each class of posts therein shall be such as may be determined by the Board from time to time.
- (2) The permanent strength of the service and of each class of posts therein shall, until orders varying the same have been passed under sub-regulation (1).

Provided that –

- a) Any post in the cadres of the service may be kept vacant by the Appointing Authority or kept in abeyance by the authority competent to sanction the creation of posts in the cadres of the service, without thereby entitling any person to compensation or other redress, and.
- b) the Board may create, from time to time, such additional permanent or temporary posts as may be found necessary.

PART III – SOURCES OF RECRUITMENT

- 5. (1) Initial recruitment to the service shall be made to the posts of Assistant Engineer in the following manner :
 - (a) By appointment from amongst 'Trained Engineer's 65 1/3 %
 - (b) By promotion from amongst members of Junior Engineers Service in the Selection Grade in the manner prescribed 33 1/3 %
 - (c) By promotion from amongst the confirmed and qualified Computers (Selection Grade) (E/M) in the prescribed manner 1 1/3 %

Provided that as between members of Junior Engineer and Computer the vacancy shall be shared by them in the proportion of their respective cadre strength from time to time.

- (2) Appointment to the other higher posts shall be made by promotion on the basis of selections which will be made in accordance with the procedure.

- (3) Notwithstanding anything contained in these Regulations the Board may make appointments to the Service, in relaxation of these Regulations, from among employees of Electricity Undertakings or similar organizations which have been taken over or which may, in future, be taken over by the Board or from among the merit position holders of the Board or from among the merit position holders of Roorkee and Varanasi Universities and Indian Institute of Technology, Kanpur and such other Institution, as may be prescribed by the Board from time to time, on such terms and conditions as may be described by them.

6. Reservation of Vacancies :

Reservation of vacancies for Schedule Castes/Schedule Tribes and Backward classes, in direct recruitment under Regulation 5 (1) (a) shall be in accordance with the orders for such Reservation in force under the State Government at the time of recruitment.

7. Number of Recruits to be taken :-

- (1) The Board shall ascertain the probable number of vacancies likely to occur in the various classes of posts in the Service during the course of the next year.
- (2) The Board shall also decide the number of vacancies to be allocated to Graduate Engineers and the number of vacancies to be reserved for candidates belonging to Scheduled Castes/Tribes.
- (3) In case the requisite number of Scheduled Castes/Scheduled Tribes candidates are not forthcoming or fail to be selected, the remaining vacancies shall be filled in by other candidates in the list of candidates selected for training and the deficiency made good in the manner.

PART IV – QUALIFICATIONS

8. Nationality -

A candidate for direct recruitment as Trainee Engineer must be –

- (a) a citizen of India, or
- (b) a subject of Sikkim, or
- (c) a Tibetan refugee who came over to India before January 1, 1962, with the intention of permanently settling in India, or
- (d) a person of Indian origin who has migrated from Pakistan, Burma, Ceylon and East African Countries of Kenya, Uganda, and the United Republic of Tanzania (formerly Tanganyika and Zanzibar) with the intention of permanently settling in India.

Provided that a candidate belonging to Category (c) or (d) above shall be a person in whose favour a certificate of eligibility has been issued by the State Government;

Provided also that a candidate belonging to category (c) will also be required to obtain a certificate of eligibility granted by the Deputy Inspector General of Police, Intelligence Branch, Uttar Pradesh;

Provided further that a candidate belonging to category (d) above shall not be retained in service beyond the period of certificate of eligibility unless he has acquired Indian citizenship.

Note - A candidate in whose case a certificate of eligibility is necessary but the same has neither been issued nor refused may be admitted to an interview conducted by the recruiting authority and he may also be provisionally appointed subject to the necessary certificate being obtained by him or issued in his favour.

9. Age –

The age of candidates for selection as Trainee Engineer shall, on the 1st day of January of the year in which the selection is made, be not less than 21 years and more than 28 years.

Provided that –

- (i) the maximum age limit shall, in the case of retrenched employees of the State Government be greater by three years and in the case of the employees of the Board and candidates belonging to Scheduled Castes/Scheduled Tribes by five years;
- (ii) if a candidate would have been entitled in respect of his age and other qualifications under these regulations to appear for the selection in any year in which no such selection was held, he shall be deemed to be entitled in respect of his age to appear at the next following selection;
- (iii) no candidate shall be permitted to avail of more than four chances to appear at a selection; and
- (iv) the Chairman may relax the age-limit in favour of nay candidate or class of candidates if he considers it to be necessary in the interest of fair dealing or in the public interest but, where this is considered necessary, a provision must be inserted' to this effect in the advertisement.

10. Qualification –

A candidate for direct recruitment as Trainee Engineer must besides having a thorough knowledge of Hindi in Devnagri script hold the following qualifications –

- (i) A Degree in electrical/mechanical/tele-communication/instrumentation Engineering from a University or Institution established by law in Uttar

Pradesh or from any other Institution recognized by the State Government or a degree or diploma recognized as equivalent thereto by the State Government.

or

(ii) Sections 'A' and 'B' of the Associate Membership of the Institution of Engineers (India);

or

(iii) Be an Associate, Member of the Institution of Electrical Engineers (London).

11. Character –

(i) The character of a candidate for direct recruitment to the service must be such as to render him suitable in all respects for employment under the Board. He must produce certificate of good character from the Proctor or the Principal Officer of the University or Collage, as the case may be, in which he was last educated.

(ii) Two responsible persons (not being relations) who are well acquainted with him in his private life and are unconnected with his University, Collage or School

Provided that the appointing authority may make further inquiries regarding the character the character and antecedents of a candidate in such manner and from such authorities as may be considered necessary

(iii) It shall be the duty of the appointing authority to satisfy himself in this regard.

12. Marital Status –

A male candidate who has more than one wife living or a female candidate who has married a man already having a wife shall not be eligible for appointment to the Service.

Provided that the Chairman may, if satisfied that there are special grounds for doing so, exempt any person from the operation of the provisions of this regulation.

13. Physical Fitness –

(1) No person shall be selected for training as a Trainee Engineer unless he be in good mental and bodily health and free from any physical defect likely to interfere with his training or with the efficient performance of his duties as a member of the service. Before a candidate joins the training, he must pass an examination by the Medical Board, as appointed by the Board.

PART – V – APPOINTMENT, PROBATION AND CONFIRMATION

14. Appointing Authorities –

The appointing authorities of the members of Service shall be as follows.

Name of Post	Appointing Authorities
1. Asstt. Engineer/ Asstt. Executive Engineer/ Senior Asstt. Engineer/Asstt. Engineer (Spl. Grade)/ Sr. Asstt. Engineer (Spl. Grade)	Chairman
2. Executive Engineer/Executive Engineer (Spl. Grade)	
3. Superintending Engineer	Board
4. All Officers above the rank of S.E.	

Provided that no appointment henceforth to the post of Asstt. Executive Engineer shall be made except where such appointment was due and is to be made effective from a date prior to 1-4-79 but where an officer may already be working as Asstt. Executive Engineer he will continue till such time as he is either placed in the higher scale of Sr. Asstt. Engineer, Asstt. Engineer (Spl. Grade), Sr. Asstt. Engineer (Spl. Grade) or promoted to the post of regular Executive Engineer or otherwise moves out of the scale.

15. Appointment to the Cadre of Assistant Engineer –

- (1) A person finally selected for appointment to the service in the manner prescribed in these Regulations shall be appointed thereto by the appointing authority (unless he subsequently becomes disqualified for appointment) on the occurrence of a vacancy. The appointments shall be made in the same order in which the names appear in the combined waiting list prepared under Regulation 15.
- (2) In case no approved candidate is available for such appointment on the list and it becomes essential to make appointment in the interest of the Board, a person who is eligible for appointment by promotion to the Service under these Regulations, may be appointed, but such an appointment shall not be made for a period exceeding four months, without the specific approval of the Board.

16. Appointment to the Cadres of A.E.E, E.E., E.E. (S.G.), E.S ADDL C.E. AND C.E. –

- (1) Appointments to the posts in the cadres of the Service higher than that of Assistant Engineer shall be made by the Appointing Authority from the 'Select list' prepared in Rule 8(1). In making such appointment, the order in which the names of the officers appear in the Select List Shall be followed :
- (2) Permanent appointment : - Wherever a permanent vacancy occurs in the cadres of the service, appointment in that vacancy shall be made by the Appointing Authority in a substantive capacity from the 'Select List' in the order in which temporary and officiating appointments have been made under sub-regulation (1) above of this regulations.

19. Seniority –

The seniority of officers on their appointment to the service shall be determined according to the date of the order of appointment to a particular post in the cadres of the service.

Provided firstly that if two or more candidates are appointed on the same date, their seniority inter se shall be determined according to the order in which their names appear in the orders of appointment issued by the Appointing Authority, or in other words, the order in which their names are placed in the 'Select List' or 'Combined Waiting List', as the case may be;

Provided secondly, that the Appointing Authority may direct that an officer whose period of probation is extended for failure to prove his fitness for confirmation be placed in the seniority list next below the last confirmed member;

Provided thirdly, that the relative seniority of members of the Service who are appointed by direct recruitment shall be in accordance with the order of preference in which they are placed by the Selection Committee at the time of election, as approved by the Appointing Authority;

Provided fourthly, that as between candidates who are appointed by direct recruitment and who are recruited by promotion in the same year, the seniority shall be determined in the order in which their names are arranged in the combined waiting list prepared under Regulation 15, provided that if in any year.

20. Probation –

- (1) Every candidate shall, on appointment to a post in the service in or against a substantive vacancy, be placed on probation for a period of two years from the date of taking over charge of the appointment;

Provided that the appointing authority may –

- (a) for sufficient reasons extend the period of probation in individual cases by a further period not exceeding two years. Any such extension shall specify the exact date upto which the extension is granted but continuous in Service beyond the date upto which the period of probation is extended would not, in the absence of a specific order to that effect, amount to confirmation.
- (b) Allow to count towards the period of probation continuous service, if any, rendered in an officiating or temporary capacity in a post in the cadre of the Service or in the cadre of an equivalent service of Engineers under the State Government.
- (2) If it appears at any time, during or at the end of the period of probation or extended period of probation, that an officer has not made sufficient use of his opportunities or has otherwise failed to give satisfaction, he may be reverted to his substantive post if he has one under the Board, or his services may be dispensed with if he has none.
- (3) A candidate whose services are dispensed with under sub-regulation (2) shall not be entitled to any compensation.

21. Confirmation –

A probationer shall be confirmed in his appointment after the completion of the period of his probation or the extended period of probation as the case may be, if :-

- (a) He has passed the departmental examination prescribed by the Board from time to time.
- (b) His integrity has been consistently certified; and
- (c) He is found fit, in all other respects, for confirmation by the Board.

**THE UTTAR PRADESH STATE ELECTRICITY BOARD ASSISTANT
ENGINEERS (CIVIL) SERVICE REGULATIONS, 1970**

PART – I GENERAL

1. Short Title and Commencement –

- (1) These Regulation may be called the “Uttar Pradesh State Electricity Board Assistant Engineers (Civil) Service Regulations, 1970”
- (2) They shall come into force from the date of their publication in the Uttar Pradesh Gazette.

2. Status –

The Uttar Pradesh State Electricity Board Services of Assistant Engineers (Civil) is a Class II Service of the Board.

3. Definitions –

In these regulations, unless there is anything repugnant in the subject or context–

- (1) ‘Act’ means the Electricity (Supply) Act, 1948 (Act No. LIV of 1948).
- (2) ‘Appointing Authority’ means the authority defined in Regulation 14.
- (3) ‘Board’ means the U.P. State Electricity Board constituted under Section – 5 of the Act.
- (4) ‘Chairman’ means the Chairman of the UP State Electricity Board.
- (5) ‘Chief Engineer means the Chief Engineer (Hydel) or any other Chief Engineer who may be so authorized by the Board to exercise powers under these Regulations.
- (6) ‘Citizen of India’ means a person who is or who is deemed to be a citizen of India under Part II of the constitution.
- (7) ‘Constitution’ means the Constitution of India as in force.
- (8) ‘Departmental candidate’ means a candidate who is eligible for recruitment to a post in the cadre of the service under clauses (ii) and (iii) of Regulation 5.
- (9) ‘Direct Recruitment’ means recruitment against a post in the cadre of the service under clause (i) of sub-regulation (1) of Regulation 5 of these Regulations.

- (10) 'Government' or the State Government means the Government of Uttar Pradesh.
- (11) 'Governor' means the Governor of Uttar Pradesh.
- (12) "Member of the Service' means a person appointed in the substantive capacity under the provisions of these regulations or under rules and orders in force previous to the commencement of these regulations, to a post in the cadres of the service.
- (13) 'Member Secretary' or 'Secretary' means the Member Secretary of the Board.
- (14) 'Junior Engineer' means Junior Engineer (Civil) under the Board.
- (15) 'Screening Committee' means the Committee constituted.
- (16) 'Selection Committee' means in case of direct recruitment, the Committee constituted and in the case of promotion a committee as may be constituted under clause.
- (17) 'Year of Recruitment' means the period from 1st of January to the 31st December of a year.

PART II – CADRE

4. Strength of Service -

- (1) The strength of the service shall be such as may be determined by the Board from time to time.
- (2) The strength of the service shall, until orders varying the same have been passed under sub-regulation (1), be -

Permanent – 62
Temporary – 56

PART – III – RECRUITMENT

5. Sources of Recruitment :-

Recruitment to the Service, in any year, shall be made as follows :

- | | |
|---|----------------------------------|
| (a) By direct recruitment in accordance with the rules and procedure . | 65 ¹ / ₃ % |
| (b) By promotion of Junior Engineers (Civil) in the prescribed manner | 33 ¹ / ₃ % |
| (c) By promotion from amongst the confirmed and qualified Computers (Selection Grade) (Civil) in the manner prescribed. | 1 ¹ / ₃ % |

Provided that between members of J.E. and Computers the vacancy shall be shared by them in the proportion of their respective cadre strength from time to time.

6. Reservation for Scheduled Castes/Scheduled Tribes :-

Reservation for Scheduled Castes/Scheduled Tribes in direct recruitment shall be in accordance with the orders for such reservation in force under State Government at the time of recruitment.

7. Academic Qualification :-

A candidate for direct recruitment to the service must, besides having a thorough knowledge of Hindi written in Devanagri Script, hold the following qualifications :

- (1) A degree in Civil Engineering from a University or Institution established by law in Uttar Pradesh or from any other Institution recognized by the State Government, or a degree or diploma recognized as equivalent thereto by the State Government, or
- (2) Sections 'A' and 'B' the Associate Membership of the Institution of Engineers (India), or
- (3) Be an Associate member of the Institution of Civil Engineers (London).

Character –

- (1) The character of a candidate for direct recruitment to the Service must be such as to render him suitable in all respects for employment under the Board. He must produce a certificate of good character from:
 - (i) the Proctor or the Principal academic officer of the University or college, as the case may be, in which he was last educated.
 - (ii) two responsible persons (not being relations) who are well acquainted with him in his private life and are unconnected with his University, College or School:
- (2) It shall be the duty of appointing authority to satisfy himself in this regard.

8. Appointments–

- (1) A person finally selected for appointment to the service in the manner prescribed in these Regulations shall be appointed thereto by the appointing authority (unless he subsequently becomes disqualified for appointment) on the occurrence of a vacancy. The appointments shall be made in the same order in which the names appear in the combined waiting list prepared under Regulation 15.
- (2) In case no approved candidate is available for such appointment on the list it becomes essential to make appointment in the interest of the Board, a person who is eligible for appointment by promotion to the Service under these

Regulations, may be appointed, but such an appointment shall not be made for period exceeding four months, without the specific approval of the Board.

**THE UTTAR PRADESH STATE ELECTRICITY BOARD SUBORDINATE
ELECTRICAL AND MECHANICAL ENGINEERING SERVICE
REGULATIONS, 1972**

PART – I GENERAL

1. Short Title & Commencement :-

- (a) These Regulations may be called 'Uttar Pradesh State Electricity Board Subordinate Electrical and Mechanical Engineering Service Regulations, 1972' and shall come into force with effect from the date of the issue of the Board Order communicating these to the Chief Engineer.
- (b) All rules and regulations in force immediately before the commencement of these regulations are hereby repealed and the provisions of section 6 of the UP General Clauses Act 1904 shall apply as if it were an enactment repealed by a UP Act.

2. Status –

The Uttar Pradesh State Electricity Board Subordinate Electrical and Mechanical Engineering Service is a Class III Service of the Board.

3. Definitions -

In these regulations, unless there is anything repugnant in the subject or context–

- (1) 'Act' means the Electricity (Supply) Act, 1948 (Act No. LIV of 1948).
- (2) 'Appointing Authority' means the authority defined in Regulation 19.
- (3) 'Board' means the U.P. State Electricity Board constituted under Section – 5 of the Act.
- (4) 'Chairman' means the Chairman of the UP State Electricity Board.
- (5) 'Chief Engineer' means the Chief Engineer (Administration) unless the Chairman authorises any other Chief Engineer to act for the purposes of these Regulations.

- (6) 'Citizen of India' means a person who is or who is deemed to be a citizen of India under Part II of the constitution.
- (7) 'Constitution' means the Constitution of India.
- (8) 'Direct Recruitment' means recruitment in the manner prescribed in Regulation 5 (b) (i) of these Regulations.
- (9) 'Member of the Service' means a person appointed in the substantive capacity under the provisions of these regulations or other orders and regulations in force previous to the introduction of these regulations, to a post in any class in the cadres of the service.
- (10) 'Operating Staff Service' means the Uttar Pradesh State Electricity Board Operating Staff Service.
- (11) 'Service' means the UP State Electricity Board Subordinate Electrical and Mechanical Service.
- (12) 'Government' or 'State Government' means the Government of Uttar Pradesh.
- (13) 'Year of Recruitment' means the period from 1st of January to the 31st December of a year.

PART II – CADRE

4. Strength of Service :

The strength of the service and of each class of posts therein shall be such as may be determined by the Board from time to time.

Provided that the number of posts in the Selection Grade shall not exceed 20% of the total strength of the service.

PART – III – RECRUITMENT

5. Sources of Recruitment –

Recruitment to the cadres of the service shall be made as follows :

- (a) Selection Grade: - By promotion from amongst the members of the Ordinary Grade in accordance with the provisions of regulation 16.
- (b) Ordinary Grade: - (i) By direct recruitment from Apprentice Supervisors selected in accordance with the procedure laid down in Part V of these Regulations.
- (ii) By promotion in accordance with the procedure laid down in regulations 17 & 18.

6. Reservation of Posts –

- (1) 25% of the vacancies in the Ordinary Grade shall be reserved for such of those to be appointed by promotions that satisfy the requirement of these regulations.
- (2) Reservation for Scheduled Castes/Scheduled Tribes candidates in direct recruitment shall be made in accordance with the orders of the State Government in force for such reservation at the time of recruitment.

PART V – PROCEDURE FOR SELECTION OF APPRENTICE SUPERVISORS

Mode of Recruitment –

Recruitment as Apprentice Supervisor shall be made on the basis of selection to be held from time to time in accordance with such procedure as may be prescribed by the Board from time to time.

PART VI – PROCEDURE FOR RECRUITMENT BY PROMOTION

Appointment to the Selection Grade by Promotion –

The following procedure shall be followed for selection to the Selection Grade of the service by promotion under regulation 5(a):

- (a) The selection shall be confined to the members of the Ordinary Grade who have put in not less than 5 years of permanent and /or officiating service in that grade.
- (b) The selection shall be made on the basis of seniority subject to the rejection of the unfit by a committee comprising :-
 - (i) Chief Engineer
 - (ii) Deputy Chief Engineer/Superintending Engineer to be nominated by Chairman.
 - (iii) An officer of the Board not below the rank of Deputy Secretary of the Board to be nominated by Chairman.
- (c) The committee shall draw up in order of seniority of the Ordinary Grade, a list of candidates found suitable for promotion. The Committee, while drawing up this list, should keep in mind the number of vacancies likely to occur in the Selection Grade during the course of the year and should normally not select candidates exceeding the number of vacancies by more than 25%
- (d) Appointment shall be made by the Chief Engineer on the basis of the list so drawn up by the committee both against the substantive and temporary vacancies as and when they occur.

Selection for Appointment to the Ordinary Grade by Promotion –

- (1) For purpose of recruitment to the post in the Ordinary Grade under regulation 5(b)
 - (ii) a selection based on merit shall be made from the following :-
 - (a) Members of Operating Staff (Skilled) who have put in 3 years or more of continuous service including service rendered on work charged establishment, if they have passed any of the examination or 4 years or more of service, if they

have passed ITI examination or 5 years or more of service, if they have passed High School Examination or 10 years or more of service, if they have not passed High School Examination.

- (b) Unqualified work charged Supervisors and Asstt. Supervisors and unqualified Ex-Cadre Supervisors who have put in 4 years or more of continuous service, if ITI passed, 5 years or more of service, if High School passed or 7 years or more of service, if not High School passed.
- (c) Assistant Supervisors (Regular) having ITI Certificate or Diploma who have put in 3 years or more of continuous service.
- (2) The selection shall be based on a written test followed by a practical and oral test to which only such candidates would be admitted as have qualified in the written test.
- (3) The name of the candidates who qualify in the practical and oral test shall be placed in a list in their order of merit. For computing the merit of a candidate the marks obtained by him both in the written test and the practical and oral test shall be added.
- (4) The number of names in the list drawn up under clause (3) shall not exceed the number of vacancies announced at the time of the announcement of the examination by more than 25%.
- (5) The syllabus for the written test and the practical and oral test shall be laid down by the Chief Engineer from time to time.
- (6) A Committee comprising the following will supervise the written examinations and held the practical and oral test :
 - (i) Additional Chief Engineer/Deputy Chief Engineer to be nominated by Chief Engineer
 - (ii) One Superintending Engineer to be nominated by Chief Engineer.
 - (iii) An officer of the Board not below the rank of Deputy Secretary to be nominated by Chairman.
- (7) The Chief Engineer shall have the power to remove the name of any candidate from the list drawn under clause (3) if his work or conduct at any time subsequent to the holding of the tests is reported to be such as to render him unfit for promotion.

Seniority –

- (1) The inter-se seniority of those directly recruited under regulation 5(b) (i) shall be in their order of merit when selected for recruitment as Apprentice Supervisors under regulation 14:

- (2) The inter-se seniority of candidates appointed by promotion to the Ordinary Grade shall be in the order of merit in which their names find place in the list drawn up under regulation 17(3).
- (3) Any person appointed directly or promoted to the Ordinary Grade would be senior to any such person appointed or promoted in a subsequent year.

- (4) The inter-se seniority amongst the members appointed by promotion and recruited directly in the same year would be so fixed that the senior most promote of the year is placed at the top followed by three direct recruits followed by the next senior most promote and so on.

Probation –

- (1) All candidates, on appointment in or against a substantive vacancy, shall be placed on probation for a period of two years.
- (2) If it appears at any time, during or at the end of the period of probation or extended period of probation that a probationer has not made sufficient use of his opportunities or if he has otherwise failed to give satisfaction, he may be reverted to his substantive post if he holds one, or if directly recruited, his services may be terminated.
- (3) A person whose services are dispensed with during or at the end of the period of probation or extended period of probation under sub-regulation (2) shall not be entitled to any compensation.

**THE U.P. STATE ELECTRICITY BOARD MINISTERIAL ESTABLISHMENT
(OFFICES OF THE CHIEF ENGINEER AND OTHER SUBORDINATE
OFFICES) REGULATIONS, 1970.**

PART – 1 GENERAL

1. Short Title and Commencement –

The Ministerial Establishment in the Offices of the Chief Engineer and other Subordinate Office under the Uttar Pradesh State Electricity Board is a Subordinate Ministerial Establishment of Class III.

- (1) These regulations may be called the Uttar Pradesh State Electricity Board Ministerial Establishment (Office of the Chief Engineer and other Subordinate Offices) Regulations, 1970.
- (2) They shall come into force from the date of their publication in the State Government Gazette.

2. Status –

3. Definitions -

In these regulations, unless there is anything repugnant in the subject or context–

- (1) 'ACT' means the Electricity (Supply) Act, 1948 (Act No. LIV of 1948).
- (2) 'APPOINTING AUTHORITY' means the authority defined in Regulation 19 to make appointments to the various classes of posts in the Establishment.
- (3) 'Board' means the U.P. State Electricity Board constituted under Section – 5 of the Act.
- (4) 'CHIEF ENGINEER' means the Chief Engineer (Hydel)
- (5) 'CIRCLE OFFICE' means the office of Superintending Engineer under the Board.
- (6) 'CITIZEN OF INDIA' means a person who is or who is deemed to be a citizen of India under Part II of the constitution.

- (7) 'CONSTITUTION' means the Constitution of India.
- (8) 'DEPARTMENTAL CANDIDATE' means a candidate for recruitment to a post in an office in the Establishment who is already working in the Establishment on a post carrying lower scale of pay.
- (9) 'ESTABLISHMENT' means the Ministerial Establishment in the office of the Chief Engineer and other Subordinate offices under the Board.
- (10) 'EXECUTIVE ENGINEER' means the Executive Engineer of a Division under the Board.
- (11) 'GOVERNMENT' or 'STATE GOVERNMENT' means the Government of Uttar Pradesh.
- (12) 'GOVERNOR' means the Governor of Uttar Pradesh.
- (13) 'MEMBER OF THE ESTABLISHMENT' means a person appointed in a substantive capacity under the provisions of these Regulations or of rules and orders in force previous to the commencement of these Regulations, to a post in the cadre of the Establishment.
- (14) 'SUPERINTENDING ENGINEER' means the Superintending Engineer of a Circle under the Board.
- (15) 'YEAR OF RECRUITMENT' means the period from 1st of January to the 31st December of a year.

PART II – CADRE

Strength of the Establishment –

- (1) The strength of the Establishment and of each class of posts therein shall be such as may be determined by the Board from time to time.
- (2) The permanent strength of the Establishment and of each class of posts therein shall, until orders varying the same have been passed under regulation.

Provided that

- (a) The Chief Engineer may leave unfilled or the Board may hold in abeyance any vacant post (s) in the cadre of the Establishment without thereby entitling any person to compensation or other redress, and
- (b) Such additional permanent or temporary posts, as may be found necessary, may be created from time to time.

PART III – RECRUITMENT

Sources of Recruitment –

- (1) Recruitment to different classes of posts in the Establishment in the office of the Chief Engineer and other Subordinate offices shall be made as follows :

NAME OF POSTS SOURCES OF RECRUITMENT

A – Office of the Chief Engineer

- | | |
|---|---|
| (a) Head Assistant | By promotion from Amongst :
(i) Confirmed Head Assistant of the Circle Offices - 25%
(ii) Confirmed Senior Noter & Drafters in the Office of the Chief Engineer -75% |
| (b) Senior Noter & Drafters | By promotion from Amongst :
(i) Confirmed lower Division Assistants in the Board's Headquarters office - 25%
(ii) Confirmed Senior Noter & Drafter in the Circle Officers - 25 %
(iii) Confirmed Junior Noter & Drafters & Record Keepers in the office of the Chief Engineer - 50 % |
| (c) Junior Noter & Drafters & Record Keepers | (i) By direct recruitment on the result of a competitive examination - 50 %
(ii) By promotion of confirmed Routine Grade Clerks in the office of the Chief Engineer -50% |
| (d) Routine Grade Clerks competitive examination. | By direct recruitment on the result of a |
| (e) Stenographers | By promotion from amongst confirmed Stenographers in the Circle and Divisional Offices subject to their passing a qualifying test. |
| (f) Statistical Assistant | By promotion from amongst confirmed compilers in the office of the Chief Engineer. |
| (g) Compilers | By direct recruitment on the basis of a competitive test. |
| (h) Computers | By promotion from amongst confirmed Draftsman in the office of the Chief Engineer and the Circle and Divisional Offices. |

- (i) Draftsmans
- (i) By Direct recruitment on the basis of a competitive test or an interview or both, as may be considered desirable - 50 %
- (ii) By promotion from amongst confirmed Tracers in the office of the Chief Engineer; subject to their passing a qualifying test-50 %
- (j) Tracers
- By direct recruitment on the basis of a competitive test or an interview or both, as may be considered desirable.

B – Circle Offices

- (a) Head Assistant
- By promotion from amongst –
- (i) Confirmed Stenographers in the office of the Chief Engineer – 12½ %
- (ii) Confirmed Head Clerks of Divisional offices of all the Circles – 37 ½ %
- (iii) Confirmed senior Noter & Drafters in Circle Offices. – 50 %
- (b) Senior Noter & Drafter
- By promotion from amongst –
- (i) Confirmed Junior Noter & Drafters in all the Circle Offices, and
- (ii) Confirmed Noter & Drafters in the Divisional Offices:
Provided that in the vacancies occurring in any year of recruitment, the first shall be filled from the source specified in item (i) and the second from the source specified in item (ii) and so on.
- (c) Junior Noter & Drafters
- (i) By promotion from amongst confirmed Routine Grade Clerks in all Circle offices -50%
- (ii) By promotion from amongst confirmed Routine Grade Clerks in the Divisional Offices – 50 %
- (d) Routine Grade Clerks/
Time keepers
- By direct recruitment on the results of a competitive examination
- (e) Stenographers
- By direct recruitment on the results of a competitive examination
- (f) Computers
- As provided in item (h) under head A – Office of the Chief Engineer of this regulation.

- (i) Draftsmans By direct recruitment on the results of a competitive examination or an interview or both, as may be considered desirable.
- (j) Tracers By direct recruitment on the results of a competitive examination or an interview or both, as may be considered desirable.

C- Divisional Offices

- (a) Head Assistant By promotion from amongst –
- (i) Confirmed Noter & Drafters in all the Divisional Offices in the Circle, and Head Time-Keepers who elect for promotion as Head Clerks - 50%
 - (ii) Confirmed Junior Noter & Drafters of all the Circle Offices - 50%
- (b) Noter & Drafter / Head Time keepers By promotion from amongst confirmed Routine Grade Clerks in all the Circle and Divisional Offices and Time-Keepers.
- (d) Routine Grade Clerks/ Time-Keepers By direct recruitment on the results of a competitive test.
- (e) Stenographers By direct recruitment on the results of a competitive test.
- (f) Computers As provided in item (f) under head 'B-Circle Offices' of this regulation.
- (i) Draftsmans By direct recruitment on the results of a competitive test.
- (j) Tracers By direct recruitment on the results of a competitive test.
- (2) Direct recruitment to the posts of Routine Grade Clerk, in all the offices and of Junior Noter & Drafters in Chief Engineers Office shall be made on the results of competitive examination, as prescribed in the 'Rules for the recruitment of Ministerial Staff to the Subordinate Offices' circulated with Niyukati (Kha) Vibhag G.O. No. 3545 (i)/II-B-185-1960, dated June 8, 1965, as amended from time to time.
- (3) Direct Recruitment to other posts shall be made in such manner as may be prescribed by the Board.
- (4) The other posts that are to be filled by promotion in the manner prescribed in sub-regulation (1) shall be filled on the basis of seniority subject to the elimination of those who are not up to the mark.

- (5) Where a post is to be filled by promotion from two or more different classes of posts, the seniority inter se and vis-à-vis of persons belonging to those classes of posts for purposes of consideration for promotion, shall be determined in the following manner :-
- (i) The seniority inter-se of persons belonging to the same class of post shall be the same as already determined in that class.
 - (ii) The seniority of persons belonging to different classes of posts shall be determined by the dates of their substantive appointment in their own class of post; provided that in cases where the dates of substantive appointment in different classes are the same, seniority shall be determined according to their age.

Reservation for Scheduled Castes/Scheduled Tribes –

Reservation for Scheduled Castes/Scheduled Tribes in direct recruitment shall be in accordance with the orders for such reservation in force under the State Government at the time of recruitment.

PART V – PROCEDURE FOR DIRECT RECRUITMENT

Applications for Recruitment

- (1) The appointing authority shall ascertain the probable number of vacancies likely to occur in different classes of posts in the Establishment during the course of the year and the number of such vacancies to be filled by direct recruitment and the number of vacancies reserved for candidates belonging to Scheduled Castes/Scheduled Tribes. If any, and invite applications for admission to the competitive examination and/or selection in accordance with the procedure prescribed by the State Government until procedure in this behalf is framed by the Board.
- (2) The competitive examination shall be held as and when necessary.
- (3) The appointing authority shall, subject to the necessity of securing the representation of Scheduled Castes/Scheduled Tribes, prepare a list of the candidates in order of merit as disclosed by the aggregate marks obtained by each candidate at the competitive examination.

**THE UTTAR PRADESH STATE ELECTRICITY BOARD ACCOUNTS
(OFFICERS) SERVICE REGULATIONS, 1984
PART – I – GENERAL**

1. Short Title and Commencement

- (a) These Regulations may be called the Uttar Pradesh State Electricity Board Accounts (Officers) Service Regulations, 1984.
- (b) These Regulations shall come into force with immediate effect.

2. Status

The Uttar Pradesh State Electricity Board Accounts (Officers) Service consist of the following posts :-

- Group I- The Posts whose minimum of scale presently is Rs. 1360.00 and above.
- Group II- The posts whose minimum of scale presently is Rs. 800.00 and above but below Rs. 1360.00

3. Definition

In these regulations, unless there is anything repugnant in the subject or context –

1. 'Act' means the Electricity (Supply) Act, 1948 (Act No. LIV of 1948).
2. 'Appointing Authority' means the authority defined in Regulation 24.
3. 'Approved Service' means service rendered under the Board on the basis of regular selection done in accordance with Board's Regulations or orders.
4. 'Board' means the U.P. State Electricity Board constituted under Section – 5 of the Act.
5. 'Chairman' means the Chairman of the UP State Electricity Board.
6. 'Constitution' means the Constitution of India.
7. 'Citizen of India' means a person who is or who is deemed to be a citizen of India under Part II of the constitution.
8. 'Degree of a University' means the degree of a University established by law in India or any other University recognized for this purpose by the Governor of Uttar Pradesh.
9. 'Departmental Candidate' means a candidate who is eligible for recruitment to a post in the cadre of the service under Group II(A) (1) and Group II(B) (3) of Regulation 7 of these Regulations.
10. 'Direct Recruitment' means recruitment made against a post in the cadre of the service, otherwise than by promotion, as provided under Group II(A)(2), Group II(B) (4), Group I(A) (5), (7), (8) & (9) and Group I(B) (10), (12), (13) & (14) of Regulation 7 of these Regulations.
11. 'Government' or 'State Government' means the Government of Uttar Pradesh.
12. 'Governor' means the Governor of Uttar Pradesh.
13. 'KESA' means the Kanpur Electricity Supply Administration.

14. 'Member (Finance & Accounts)' means the member of the Board appointed under section 5(4)(c) of Electricity (Supply) Act. 1948.
15. 'Member of the Service' means a person appointed to a post in the cadre of the service in accordance with provisions of these Regulations or of Regulations or orders in force previous to the introduction of these Regulations, but does not include a person taken on deputation. The employees taken over from ex-licensee (s) shall also be included if they have opted for fitment on terms and conditions of service as laid down herein.
16. 'Secretary' means an officer of the Board holding the post of the Secretary, UP State Electricity Board as appointed under section 15 of the Act and includes the term 'Member Secretary'.
17. 'Secretary Finance' means an officer holding the post of the Secretary to Government of UP, Finance Department and includes his duly authorized representative not below the rank of Joint Secretary to Government of UP, Finance Department.
18. 'Service' means the UP SEB Accounts (Officers) service under the Board.
19. 'Select and Waiting List' means the list of selected candidates waiting for appointment prepared under Regulation 22(2), 22(3), 25(1) and 25(2).
20. 'Selection Committee' means the committee specified in Regulation 20(1) and 22(1).
21. 'Year of Recruitment' means the period from 1st January to 31st December of a calendar year.

PART – III – SOURCES OF RECRUITMENT

1. Sources of Recruitment

There shall be two separate cadres viz. (A) Audit and Accounts and (B) Cost Accounts under each Group I/II Recruitment/Promotion to each class of posts in the

service in each cadre shall be made separately as under :-

Name of Post	Source of Recruitment
---------------------	------------------------------

GROUP – II

(A) Audit and Accounts

- | | |
|--|--|
| (1) Asstt. Accounts Officer/Asstt. Audit officer | 100% by promotion from amongst the Accountants who have put in a minimum of 7 years continuous service on that post. |
| (2) Accounts Officer/Audit Officer | <ol style="list-style-type: none"> 1. By direct recruitment from open competition – 66 $\frac{2}{3}$%. 2. By promotion from Assistant Accounts Officer/ Assistant Audit Officer who have put in a minimum of 3 years service on that post and a total service of not less than 10 years including the service rendered as Accountant or Senior Accountant – 33 $\frac{1}{3}$%. |

(B) Cost Accounts

- (3) Assistant Cost Accounts Officer (Dying Cadre) 100% by promotion from amongst the Senior Accountant (Cost) (Dying Cadre) who have put in a minimum of 5 years service on that post.
- (4) Cost Accounts Officer 1.
1. By direct recruitment from open competition - $66^{2/3}$ %.
 2. By promotion from Asstt. Cost Accounts Officer who have put in a minimum of 3 years continuous service on that post and a total service of not less than 10 years including the services rendered as Senior Accountant (Cost) - $33^{1/3}$ %.

GROUP – I

(A) – Audit and Accounts

- (5) Senior Accounts Officer/Senior Audit Officer 100% by promotion from Accounts officer/Audit Officer who have put in minimum of 7 years service at that post.
- (6) Dy. Financial Adviser and/or Dy. Chief Accounts Officer and/or Dy. Chief Audit Officer. 100% by promotion from Senior Accounts Officer/Senior Audit Officer who have put in a minimum of 4 years service as such.
- (7) Financial Adviser and/or Chief Accounts Officer and/or Chief Audit Officer.
1. By promotion from Dy. Financial Adviser and/or Dy. Chief Accounts officer and/or Dy. Chief Audit officer who have put in a minimum of 4 years service as such - 50 %
 2. By direct recruitment – 50%
- (8) Controller of Finance and/or Accounts and/or Audit.
1. By promotion from Financial Adviser and/or Chief Accounts Officer and/or Chief of 4 years service as such - 50 %
 2. By direct recruitment – 50%
- (9) Chief controller of Finance and/or Accounts and/or Audit.
- 1 By promotion from Controller of Finance and/or Accounts and/or Audit who have put in a minimum of 2 years service as such - 50 %
 2. By direct recruitment – 50%

2. Reservation of Vacancies

Nature of vacancies for Scheduled Castes, Scheduled Tribes and other Classes of Candidates shall be in accordance with the existing orders of the Board or which may be issued from time to time.

PART – VII

APPOINTMENT, PROBATION AND CONFIRMATION

Appointing Authority –

Name of Post

Appointing Authority

- (1) Asstt. Accounts Officer/Asstt. Audit Officer
- (2) Asstt. Cost Accounts Officer
- (3) Accounts Officer/Audit Officer
- (4) Cost Accounts Officer
- (5) Sr. Accounts Officer/Sr. Audit officer
- (6) Sr. Cost Accounts Officer

- 7. Dy. Financial Adviser and/or Dy. Chief Accounts Officer and/or Dy. Chief Audit Officer
- 3. Dy. Chief Cost Accounts Officer
- 4. Financial Advisor and/or Chief Account Officer and/or
- 5. Chief Audit Officer

Chairman

- 6. Chief Cost Accounts Officer
- 7. Controller of Finance and or Accounts and/or Audit
- 8. Controller of Cost
- 9. Chief Controller of Finance and/or Accounts and/or Audit
- 10. Chief Controller of Cost

Board

Probation –

- 1. All persons directly recruited/promoted on a post shall on appointment be placed on probation for a period of two years from the date of taking over charge of the appointment.
- 2. If it appears at any time, during or at the end of the period of probation or extended period of probation, that an officer has not made sufficient use of this opportunities or has otherwise failed to give satisfaction he may be reverted to his substantive post, if he has any under the Board, or his service may be dispensed with if he has none.
- 3. A candidate whose services are dispensed with under sub-regulation (2) above shall not be entitled to any compensation.

Confirmation –

On successful completion of probation period, including any extended period of probation, an officer shall be confirmed on the post by specific orders to be issued by the Appointing Authority on the availability of permanent post subject to fulfilling all other conditions as may be specified by the Board from time to time in this behalf.

**THE UTTAR PRADESH GOVERNMENT SERVANTS' CONDUCT RULES, 1956
(As Amended)**

1. **Short Title** – These rules may be called the Uttar Pradesh Government Servants, Conduct Rules, 1956.

2. **Definitions** – In these rules unless the context otherwise requires :-

(a) **“GOVERNMENT”** means the Government of Uttar Pradesh.

(b) **“GOVERNMENT SERVANT”** means a person appointed to public services and posts in connection with the affairs of the State of Uttar Pradesh.

(c) **“MEMBERS OF THE FAMILY”** in relation to Government servant, includes :-

(i) The wife, son, step son, unmarried daughter or unmarried step daughter of such government servant whether residing with him or not, and, in relation to government servant, who is a woman, the husband, son, step sons, unmarried daughters or unmarried step daughters dependent on her and residing with her or not, and

(ii) Any other person related, whether by blood or by marriage, to the government servant or to such government servant's wife or her husband, and wholly dependent on such government servant; but does not include a wife or husband legally separated from the government servant or a son, step son, unmarried daughter or unmarried step daughter who is no longer, in any way dependent upon him or her, of whose custody, the government servant has been deprived by law.

3. General –

(1) Every government servant shall at all times maintain absolute integrity and devotion to duty.

(2) Every government servant shall at all times conduct himself in accordance with the specific or implied orders of government regulating behaviors and conduct which may be in force.

4. Equal Treatment for all –

(1) Every government servant shall accord equal treatment to people irrespective of their caste, sect, or religion.

(2) No government servant shall practice untouchability in any form.

4-A. Consumption of Intoxicating Drinks and Drugs – A government servant shall:

- (a) strictly abide by any law relating to intoxicating drinks or drugs in force in any area in which he may happen to be for the time being;
- (b) not be under the influence of any intoxicating drink or drug during the course of his duty and shall also take due care that the performance of his duty at any time not affected in any way by the influence of such drink or drug;
- (c) refrain from consuming any intoxicating drink and drug in a public place;
- (d) not appear in a public place in a state of intoxication;
- (e) not use any intoxicating drink or drug too excess.

5. Taking Part in Politics and Elections –

- (1) No government servant shall be a member of, or be otherwise associated with any political party or any organization which takes part in politics, nor shall he take part in, subscribe in aid of, or assist in any other manner, any movement or organization which is, or tends directly or indirectly to be subversive of the Government as by law established.
- (2) It shall be the duty of every government servant to endeavor to prevent any member of his family from taking part in, subscribing in aid of, or assisting in any other manner any movement or activity which is, or tends directly or indirectly, to be, subversive of the Government as by law established and where a government servant fails to prevent a member of his family from taking part in, or subscribing in aid of, or assisting in any other manner, any such movement or activity, he shall make a report to that effect to the Government.
- (4) No government servant shall canvass or otherwise interfere or use his influence in connection with, or take part in, an election to any legislature or local authority.

5-A. Demonstrations and Strikes – No government servant shall :-

- (1) engage himself or participate in any demonstration which is prejudicial to the interest of the sovereignty and integrity of India, the security of the State, friendly relations with foreign State, Public Order, decency or morality, or which involves contempt of court, defamation or incitement to an office, or
- (2) resort to, or in any way abet any form of strike in connection with any matter pertaining to his service or the service of any other government servant.

5-B. Joining of Associations by Government Servant –

No government servant shall join, or continue to be a member of an association, the objects or activities of which are prejudicial to the interest of the sovereignty and integrity of India or public order or morality.

6. Connection with Press or Radio –

- (1) No government servant shall except with the previous sanction of the Government own wholly or in part of conduct or participated in editing or managing of any newspaper or other periodical publication.
- (2) No government servant shall, except with the previous sanction of the Government or any other authority empowered by it in this behalf, or in the bonafide discharge of his duties, participate in a radio broadcast or contribute any article or write any letter, either anonymously or in his own name or in the name of any other person to any newspaper or periodical :

7. Criticism of Government –

No government servant shall in any radio broadcast or in any document publish anonymously or in his own name, or in the name of any other person, or in any communication to the press, or in any public utterance, make any statement of fact or opinion –

- (i) which has the effect of any adverse criticism of any decision of his superior officers or of any current or recent policy of action of the Uttar Pradesh Government or the Central Government or the Government of any other State or a local authority; or
- (ii) which is capable of embarrassing the relations between the Uttar Pradesh and Central Government or the Government of any other State; or
- (iii) which is capable of embarrassing the relations between the Central Government and the Government of any foreign State;

8. Evidence before Committee or any other Authority –

- (1) Save as provided in sub-rule (3) no government servant shall, except with the previous sanction of the Government, give evidence in connection with any enquiry conducted by any person, committee or authority.
- (2) Where any sanction has been accorded under sub-rule (1) no government servant giving such evidence shall criticize the policy of the Uttar Pradesh Government, the Central Government or any other State Government.
- (3) Nothing in the rule shall apply to :-
 - (a) evidence given at an inquiry before an authority appointed by the Government by the Legislature of Uttar Pradesh or by, Parliament, or
 - (b) evidence given in any judicial inquiry.

9. Unauthorized Communication of Information –

No government servant shall, except in accordance with any general or special order of the Government or in the performance, in good faith, of the duties assigned to him, communicate, directly or indirectly, any official document or information to any government servant or any other person to whom he is not authorized to communicate such document or information.



b.) Working of operations & maintenance Department ,Projects Department, SLDC & Commercial & Regulatory Department is as per the provisions of Electricity Act 2005 and other related statutes

PROVISIONS OF THE INDIAN TELEGRAPH ACT 1885 RELEVANT TO POWER LINES.

(Sections 10 to 19 A)

POWER TO PLACE TELEGRAPH LINES AND POSTS.

10. POWER FOR TELEGRAPH AUTHORITY TO PLACE AND MAINTAIN TELEGRAPH LINES AND POSTS.

The telegraph authority may from time to time, place and maintain a telegraph line under, over, along or across, and posts in or upon any immovable property.

Provided that:

- (a) The Telegraph authority shall not exercise the power conferred by this section except for the purpose of a telegraph line established or maintained by the Government, or to be so established or maintained.
- (b) The Government shall not acquire any right other than that of user only in the property under, over, along, across, in or upon which the telegraph authority places telegraph line or post, and
- (c) Except as hereinafter provided, the telegraph authority shall not exercise these powers in respect of any property vested in or under the control of management of any local authority, without the permission of that authority ; and ;
- (d) In exercise of the powers conferred by this section, the telegraph authority shall do as little damage as possible, and when it has exercised those powers in respect of any property other than that referred to in clause (c), shall pay full compensation to all persons interested for any damage sustained by them by reason of the exercise of those powers.

11. POWER TO ENTER ON PROPERTY IN ORDER TO REPAIR OR REMOVE TELEGRAPH LINES OR POSTS.

The telegraph authority may, at any time, for the purpose of examining, repairing, altering or removing any telegraph line or post, enter on the property under, over, along, across, in or upon which the line or post had been placed.

PROVISIONS APPLICABLE TO PROPERTY VESTED IN OR UNDER THE CONTROL OF MANAGEMENT OF LOCAL AUTHORITIES :

12. POWERS FOR LOCAL AUTHORITY TO GIVE PERMISSION UNDER SECTION 10 CLAUSE (C) SUBJECT TO CONDITION.

Any permission given by a local authority under section 10 clause(c), may be given subject to such reasonable conditions as that authority thinks fit to impose as to the payment of any Expenses to which the authority will necessarily be put, in consequence of the exercise of the powers conferred by that section or as to the time or mode of execution of any work or as to any work undertaken by the telegraph authority under these powers.

13. POWER FOR LOCAL AUTHORITY TO REQUIRE REMOVAL OR ALTERATION OF TELEGRAPH LINE OR POST.

When, under the foregoing provisions of this Act, a telegraph line or post has been placed by the telegraph authority under, over, along, across, in or upon any property vested in or under the control of management of a local authority and the local authority, having regard to circumstances which have arisen since the telegraph line or post was so placed, considers it expedient that it should be removed or that its position should be altered, the local authority may require the telegraph authority to remove it or alter its position, as the case may be.

14. POWER TO ALTER POSITION OF GAS OR WATER PIPES OR DRAINS.

The telegraph authority, may for the purpose of exercising the power conferred upon it by this Act in respect of any property vested in or under the control of management of a local authority, alter the position thereunder of any pipe (not being a main) for the supply of gas or water, or of any drain (not being a main drain).

Provided that:

(a) When the telegraph authority desires to alter the position of any such pipe or drain, it

shall give reasonable notice of its intention to do so specifying the time at which it will begin to do so, to the local authority and when the pipe or drain is not under the control of the local authority to the person under whose control the pipe or drain is;

(b) A local authority or person receiving notice under clause (a) may send a person to

superintend the work and the telegraph authority shall execute the work to the reasonable satisfaction of the person so sent.

15. DISPUTE ARISES BETWEEN THE TELEGRAPH AUTHORITY AND LOCAL AUTHORITY.

(i) If any dispute arises between the telegraph authority and local authority in consequence of the local authority refusing the permission referred to in section 10, clause (c) or prescribing any condition under section 12, or in consequence of the telegraph authority omitting to comply with a requisition made under this section 13, or

otherwise in respect of the exercise of the powers conferred by this Act, it shall be

determined by such officer as the local Government may appoint either generally or

specially in this behalf.

(ii) An appeal from the determination of the officers so appointed shall be to the Local

Government and the order of the Local Government shall be final.

PROVISIONS APPLICABLE TO OTHER PROPERTY

16. EXERCISE OF POWERS CONFERRED BY SECTION 10 AND DISPUTE AS TO COMPENSATION, IN CASE OF PROPERTY OTHER THAN THAT OF A LOCAL AUTHORITY.

- (1) If the exercise of the powers mentioned in section 10 in respect of property referred to in clause (d) of that section is resisted or obstructed, the District Magistrate, may in his discretion order that the telegraph authority shall be permitted to exercise them.
- (2) If, after the making of any order under sub-section (5), any person resists the Exercise of those powers, or having control over the property, does not give all facilities for their being exercised, shall be deemed to have committed an offence under section 188 of the Indian Penal Code General Acts in IXLV of 1960.
- (3) If any dispute arises concerning the sufficiency of the compensation to be paid under section 10, clause (d), it shall, on application for that purpose by either of the disputing parties to the District Judge within whose jurisdiction the property is situated, be determined by him.
- (4) If any dispute arises as to the persons entitled to receive composition or as to the proportions in which the persons interested are entitled to share in it, the telegraph authority may pay into the Court of District Judge such amount as he deems sufficient, or, where all the disputing parties have in writing admitted the amount tendered to be sufficient, or the amount has been determined under sub-section (3) that amount and the District Judge, after giving notice to the parties and hearing such of them as desired to be heard, shall determine, the persons entitled to receive the compensation or, as the case may be, the proportions in which the persons interested are entitled to share in it.
- (5) Every determination of a dispute by a District Judge under sub-section (3) or subsection (4) shall be final.
Provided that nothing in the sub-section shall affect the right of any person to recover by suit the whole or any part of any compensation paid by the telegraph authority from the person who has received the same.

17 REMOVAL OR ALTERATION OF TELEGRAPH LINE OR POST ON PROPERTY OTHER THAN THAT OF LOCAL AUTHORITY.

- (1) When, under the foregoing provisions of this Act, a telegraph line or post has been placed by the Telegraph Authority under, over, along, across, in or upon any property not being property vested in or under the control or management of local authority and any person entitled to do so desires to deal with that property in such manner as to render it necessary or convenient that the telegraph line or post should be removed to another part thereof or to a higher or lower level or altered in form, he may require the telegraph authority to remove or alter the line or post accordingly. Provided that, if compensation has been paid under section (10), clause (d) he shall, when making the requisition, tender to the telegraph authority the amount requisite to defray the expense of the removal or alteration, or half of the amount paid as compensation, whenever may be the small sum.

- (2) If the telegraph authority omits to comply with the requisition, the person making it may apply to the District Magistrate within whose jurisdiction of the property is situated to order the removal or alteration.
- (3) A District Magistrate receiving an application under sub-section (2) may, in his discretion, reject the same or make an order, absolutely or subject to conditions, for the removal of the telegraph line or post to any other part of the property or to a higher or lower level, or for the alteration of its form, and the Order so made shall be final.

PROVISIONS APPLICABLE TO ALL PROPERTY

- (1) If any tree standing or laying near a telegraph line interrupts, or is likely to interrupt telegraphic communications, a Magistrate of the first or second class may, on the application of the telegraph authority, cause the tree to be removed or deal with in such other way as he deems fit.
- (2) When disposing of an application under sub-section (i), the Magistrate, shall in the case of any tree in existence before the telegraph line was placed, award to the persons interested in the tree such compensation as he thinks reasonable and the award be final.

18. REMOVAL OF TREES INTERRUPTING TELEGRAPHIC COMMUNICATION

19. TELEGRAPH LINES AND POST PLACED BEFORE THE PASSING OF THIS ACT.

Every telegraph line or post placed' before the passing of this Act, under, over, along, across, in or upon any property, for the purposes of a telegraph established or maintained by the Government, shall be deemed to have been placed in exercise of the powers conferred by, and after observance of all the requirements, of this Act.

*19-A PERSON EXERCISING LEGAL RIGHT LIKELY TO DAMAGE TELEGRAPH OR INTERFERE WITH TELEGRAPHIC COMMUNICATION TO GIVE NOTICE.

- (1) Any person desiring to deal in the legal exercise of a right with property in such a manner as is likely to cause damage to telegraph line or post which has been duly placed in accordance with the provisions of this Act, or to interrupt or interfere with telegraphic communication, shall give not less than one month's notice in writing of the intended exercise of such right to the telegraph authority or to any telegraph officer whom the telegraph authority may empower in this behalf.
- (2) If any such person without having complied with the provisions of sub-section (1) deals with any property in such a manner as is likely to cause in damage to any telegraph line post or to interfere with the telegraphic communication, a Magistrate of the first or second class, may on the application of that telegraph authority, order such person to abstain from dealing with such property in such manner for a period of not exceeding one month from the date of his order and forthwith to take such action as may be in the opinion of the Magistrate necessary to remedy or prevent such damage, interruption or interference during such period.

(3) A person dealing with any property, in the manner, referred to in sub-section (1) with the intention of averting imminent danger or personal injury to himself or any other human being shall be deemed to have complied with the provisions of the said sub-section if he gives such notice of His intended exercise of the right as is in the circumstances possible, or where no such previous notice can be given without incurring the imminent danger referred to above, if he forthwith gives notice of the actual exercise of such right to the authority or officer specified in the said sub-section.

*19-A. This section was inserted by 5 of the Indian Telegraph (Amendment) Act, 1914 (VII of 1914) Gen. Act Vol. VII.

c) Contracts and Purchase Manual as approved by the Board is the Standard document set as norms for all procurement related activities.

The Company is in the process of finalization of various manuals and best practices to be used as norms for discharging its functions in a transparent and efficient manner. Any standard norm as and when formulated would be duly published and would be made part of this manual.

